

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: November 22, 2008 to November 21, 2009.

1) Employment Unit: LIN Television Corporation, Providence, RI

2) Unit Members (Stations and Communities of License): WWLP, Springfield, MA

3) EEO Contact Information for Unit Member:

Mailing Address: P.O. Box 2210 Springfield, MA 01102-2210 Street Address: One Broadcast Center, Chicopee, MA 01013	Telephone Number: 413-377-2235 Contact Person: Kathy Stewart E-mail Address: kstewart@wwlp.com
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4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1. News Producer	WWLP.com
2. Traffic Assistant	WWLP Job Fair
3. News Producer	WWLP – Internal Employee
4. Master Control Operator	Blind Submission
5. Master Control Operator	WAVY-TV – Employee Referral
6. Promotion Producer	WWLP On Air Promo
7. Traffic Assistant	WWLP Job Fair
8. Multi-Platform Journalist	Blind Submission
9. Traffic Assistant	Craigslist.org
10. Promotion Producer	WWLP.com
11. Production Assistant Camera-Web	Mass. Broadcasters Website
12. Traffic Assistant	Internal Employee

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5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Interviewees Referred by This Source	Did Source Request Notification ? (Yes or No)	Full Time Positions for Which This Source Was Utilized
Hampden County Empl. & Training	Mr. Patrick Keough	1176 Main Street Springfield, MA 01101 413-781-6900	0	Yes	All
Spanish-American Union	Mr./Mrs. Najat Fayad	2335 Main Street Springfield, MA 01107-0192 413-734-7381	0	Yes	All
Corp. for Public Management	Ms. Kim Peters	1666 Main Street Springfield, MA 01103 413-272-2206	0	Yes	All
American International College	Mr. Richard Warrington	1000 State Street Springfield, MA 01109 413-737-7000	0	Yes	All
American International College	Ms. Inniss White	1000 State Street Springfield, MA 01109 413-737-7000	0	Yes	All
Greater Springfield Chamber of Commerce	Ms. Laurie Brunelle	1441 Main Steet, #111 Springfield, MA 01103-1555 413-787-1555	0	Yes	All
New North Citizens Council	Mr. James Mayon/ Ms. Barbara Rivera	2383 Main Street Springfield, MA 01107-1999 413-746-4885	0	Yes	All
Center for Human Development	Ms. Michelle Jarvis	332 Birnie Avenue Springfield, MA 01107 413-733-6624	0	Yes	All
Emerson College	Ms. Kara Jessup	100 Beacon Street Boston, MA 02116 617-824-8730	0	Yes	All
Greenfield Community College	Ms. Colleen Kucinsky	One College Drive Greenfield, MA 01301 413-775-1000	0	Yes	All
Career Center Springfield College		263 Alden Street Springfield, MA 01109 413-748-3000	0	Yes	All
Mayor's Comm. on Women	Ms. Marie Turley	City Hall Plaza Boston, MA 02201 617-635-4000	0	Yes	All
Western New England College	Ms. Deborah Pace	1215 Wilbraham Road Springfield, MA 01119 413-782-3111	0	Yes	All
Westfield State College	Ms. Maureen McCartney	Western Avenue Westfield, MA 01085 413-572-5300	0	Yes	All

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Puerto Rican Veteran's Assoc.	Mr. Gumersino Gomez	P.O. Box 70185 Springfield, MA 01107 413-731-0194	0	Yes	All
Springfield Technical Community College	Ms. Louisa Davis Freeman	1 Armory Square Springfield, MA 01105 413-781-7822	0	Yes	All
Goodwill Industries	Ms. Ginger Zmianek	285 Dorset Street Springfield, MA 01108 413-788-6981	0	Yes	All
A.R.I.S.E.	Ms. Jackie Logan/Ms. Michelle Bewsee	718 State Street Springfield, MA 01109 413-734-4948	0	Yes	All
Dunbar Community Center	Ms. Ciciel Stamp/Mr. Arthur Robinson	33 Oak Street Springfield, MA 01109 413-788-6143	0	Yes	All
Indian Orchard CIT Council	Ms. Karen Leger	117 Main Street Indian Orchard, MA 01151 413-543-3172	0	Yes	All
Springfield YMCA	Ms. Corinne Cremoniti	275 Chestnut Street Springfield, MA 01104 413-739-6951	0	Yes	All
South End Citizens Council	Ms. Angelina Florian	507 Main Street Springfield, MA 01105 413-732-5105	0	Yes	All
Hampden County Older Workers	Ms. Charlet Lee	City Hall/32 East Court Street Springfield, MA 01103 413-787-6000	0	Yes	All
Spfld. Partners for Comm. Action		619 State Street Springfield, MA 01109 413-263-6500	0	Yes	All
AIC Afro-Am Cultural Center	Mr. Will Hughes	1000 State Street, Box 7A Springfield, MA 01109 413-747-6400	0	Yes	All
Martin Luther King Center	Ms. Brenda Frye	P.O. Box 91026 Springfield, MA 01139 413-746-3655	0	Yes	All
Mass. Career Development Inst.	Mr. Dino Innarelli	140 Wilbraham Avenue Springfield, MA 01109 413-781-5640	0	Yes	All
Puerto Rican Cultural Center	Ms. Ileana Rodriguez	38 School Street Springfield, MA 01107 413-737-7450	0	Yes	All
South End Comm. Center	Mr. Donic Garreffa	29 Howard Street Springfield, MA 01105 413-788-6173	0	Yes	All
Private Industry Council Chamber of Commerce	Mr. William Ward	1441 Main Street, #136 Springfield, MA 01103	0	Yes	All

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Work Opportunity Center, Inc.	Mr. Richard Wright	P.O. Box 3040 Agawam, MA 01001 413-786-8830	0	Yes	All
Hampshire College	Ms. Andrea Wright	P.O. Box 3040 Amherst, MA 01002 413-559-5385	0	Yes	All
Urban League of Springfield, Inc.	Mr. Andrew Cade/Mr. Henry Thomas	756 State Street Springfield, MA 01109 413-739-7211	0	Yes	All
Westover Job Corps.	Administrator	299 Johnson Road Chicopee, MA 01022 413-593-5731	0	Yes	All
Career Services Bay Path College	Ms. Angela Derouin	588 Longmeadow, MA 01106 413-565-1000	0	Yes	All
Career Development Office Our Lady of the Elms College	Ms. Marsha Eagleson	291 Springfield Street Chicopee, MA 01013 413-594-2761	0	Yes	All
Career Center Holyoke Community College	Ms. Roberta Niezgoda	303 Homestead Avenue Holyoke, MA 01040 413-538-7000	0	Yes	All
Career Services Trinity College	Ms. Lanna Hagge	303 Summit Street Hartford, CT 06106-3100 860-297-2000	0	Yes	All
Career Development Office Smith College		84 Elm Street Northampton, MA 01063 413-584-2700	0	Yes	All
Career Services Dept. university of Massachusetts	Ms. Tina Acker	37 Mather Drive Amherst, MA 01003 413-545-0111	0	Yes	All
New Directions	Jessie Ealy	181 Hillman Street New Bedford, MA 508-979-1616	0	Yes	All
Career Center Tunxis Community College	Ms. Lucretia C. Holley	271 Scott Swamp Road Farmington, CT 06032	0	Yes	All
Career Center Tunxis Community College	Mr. Anthony Harrington	271 Scott Swamp Road Farmington, CT 06032	0	Yes	All
Urban League of Greater Hartford	Mr. James E. Willingham Sr. President & CEO	P.O. Box 320590 Hartford, CT 06132 860-527-0147	0	Yes	All
Urban League of Greater Hartford	Mr. Thomas D. Jordan Dir. of Employment	P.O. Box 320590 Hartford, CT 06132 860-527-0147	0	Yes	All
Urban League of Southwest Connecticut	Ms. Patricia Tartaglia	46 Atlantic Street Stamford, CT 06901 203-327-5810	0	Yes	All
NAACP-Ansonia Branch	Mr. David Lewis	P.O. Box 6 Ansonia, CT 06401 203-734-7050	0	Yes	All

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NAACP-Norwich Branch	Ms. Jacqueline Owens	P.O. Box 24 Norwich, CT 06360-0024 860-886-7686	0	Yes	All
NAACP-Merrimack Valley	Mr. Bill Torrence	599 Canal Street Lawrence, MA 01840 508-975-5177	0	Yes	All
NAACP-Brockton Branch	Mr. David WRIGHTEN	P.O. Box 1535 Brockton, MA 02303-1535 508-587-0502	0	Yes	All
Berkshire Community College	Mr. Geoffrey Tabor	1350 West Street Pittsfield, MA 01201 413-499-4660 x209	0	Yes	All
Hiatt Career Center Brandeis University		415 South Street Waltham, MA 02454-9110 781-736-3614	0	Yes	All
Career Services Bristol Community College		777 Elsbree Street Fall River, MA 02720 508-678-2811 x2234	0	Yes	All
Cambridge College	Ms. Shauna Williams	570 Cottage Street Springfield, MA 01104 413-747-0204	0	Yes	All
Career Planning and Placement Cape Cod Comm. College		2240 Iyanough Road West Barnstable, MA 02668 508-362-2131	0	Yes	All
Career Resource Library Boston University King Center	Mr. David McDonough	19 Deerfield Street Boston, MA 02215 617-353-2650	0	Yes	All
Career Services Clark University	Mr. Mark Pellegrino	950 Main Street Worcester, MA 01610 508-793-7711	0	Yes	All
Urban League of Rhode Island	Mr. Louie King Associate Director	246 Prairie Avenue Providence, RI 02905 401-351-5000	0	Yes	All
CT School of Broadcasting	Mr. H. M. Tenney, III	Media Park, 130 Birdseye Road Farmington, CT 06032 860-232-9988	0	Yes	All
CT School of Broadcasting	Ms. Annie Taylor	80 Ferry Boulevard Stratford, CT 06497 203-744-5015	0	Yes	All
Endicott College	Ms. Liz Atilano	376 Hale Street Beverly, MA 01915 978-927-0585	0	Yes	All
Fisher College	Mr. Dennis Paquette	777 Church Street New Bedford, MA 02745 508-998-3254	0	Yes	All
Mass. Communication College	Ms. Tracy Mattiford	10 Brookline Pl. W Brookline, MA 02445-7295 617-267-1332	0	Yes	All

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Al New England Institute of Art & Comm.	Ms. Ayser Candeger	10 Brookline Pl. W Brookline, MA 02445-7295 617-532-4484	0	Yes	All
Career Services Center Mass. College of Liberal Arts		375 Church Street North Adams, MA 01247-4100 413-664-4511	0	Yes	All
New England School of Comm.	Placement Office	One College Circle Bangor, ME 04401 207-947-6083	0	Yes	All
New School of Radio	Job Placement Officer	50 Colvin Avenue Albany, NY 12206 518-438-7682	0	Yes	All
Columbia Graduate School of Journalism	Ms. Julie Hartenstein- Room 101 Deputy Director of Career Services	West 116 th & Broadway New York, NY 10027	0	Yes	All
Penn State University	Mr. Joseph M. Selden, Dir. College of Comm.	University Park, PA 16802 814-865-2377	0	Yes	All
Roxbury Comm. College	Career Serv. Dept.	1234 Columbus Avenue, Roxbury, MA 02120	0	Yes	All
Salem State College	Career Serv. Office	352 Lafayette Street Salem, MA 01970-5353 978-542-6000	0	Yes	All
African American Association Salem State College	EEC Room 203	352 Lafayette Street Salem, MA 01970-5353 978-542-6000	0	Yes	All
SUNY-Communication	Dr. Jin Kim	101 Broad Street Yokum Hall Plattsburgh, PA 12901 518-564-2285	0	Yes	All
Career Advising H.A.B. 705	Ms. Tonda Highley Director	75 South Manheim Blvd. Ste. 9 New Paltz, NY 12561-2443 914-257-3165	0	Yes	All
Affirmative Action Office Temple University	Ms. Sandra Foehl, Director	1601 North Broad Street Room 109 USB Philadelphia, PA 19122 215-204-7303/7335	0	Yes	All
Williams College	Job Placement Director	Stetson Hall Williamstown, MA 01267 413-597-2311	0	Yes	All
Career Services Connecticut College	Ms. Cheryl Banker	270 Mohegan Avenue New London, CT 06320 860-439-2770	0	Yes	All
Career Services Advisor New England Institute of Technology	Ms. Susan Trombly	2500 Post Road Warwick, RI 02886-2266 401-467-7744	0	Yes	All

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Website: WWLP	Kathy Stewart	One Broadcast Center Chicopee, MA 01013 (413) 377-2200	17	Yes	All
Website: Mass. Broadcasters Association	Jordan Walton	43 Riverside Avenue Medford, MA 02155 (800) 471-1875	6	Yes	All
Website: Broadcast Executive Directors Association	N/A	N/A	0	Yes	All
Website: Mass. College of Liberal Arts	Susan Bailey	375 Church Street North Adams, MA 01247 (413) 662-5000	0	Yes	All
Website: Mount Holyoke College	N/A	50 College Street South Hadley, MA 01075 (413) 538-2000	0	Yes	All
Website: Western New England College	Chris Slattery	1215 Wilbraham Road Springfield, MA 01119 (413) 782-3111	0	Yes	All
Website: National Academy of Television Arts & Sciences (NATAS)	Robert Valenti	1697 Broadway, Ste 1001 New York, NY 10019 (212) 586-8129	0	Yes	All
Website: Rhode Island College	Linda Kent Davis	600 Mount Pleasant Avenue Providence, RI 02908 (401) 456-8000	0	Yes	All
Website: Emerson College	Kara Jessup	10 Boylston Place Boston, MA 02115 (617) 824-8500	0	Yes	All
Website: Westfield State College	Junior Delgado	577 Western Avenue Westfield, MA 01085 (413) 579-3100	0	Yes	All
Website: Bunker Hill Community College	Jacqueline Kiddy	250 New Rutherford Ave. Boston, MA 02129 (617) 228-2000	0	Yes	All

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WWLP On Air Promos	Anna Giza	One Broadcast Center Chicopee, MA 01013	10	No	All
Employee Referrals		One Broadcast Center Chicopee, MA 01013	2	No	N/A
Current Employee		One Broadcast Center Chicopee, MA 01013	7	No	N/A
Western New England College	Chris Slattery	1215 Wilbraham Road Springfield, MA 01119 (413) 782-3111	1	Yes	News Producer
Blind submissions (email, regular mail)			5	N/A	N/A
WWLP Job Fair	Bill Pepin	One Broadcast Center Chicopee, MA 01013	12	N/A	All
TVJobs.com	N/A	Broadcast Employment Serv P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119	2	No	N/A
LIN Employee Referrals	WAVY	WAVY TV 300 WAVY Street Portsmouth, VA 23704 (757) 393-1010	2	No	Master Control Operator
Phone Interviews			2	N/A	Multi-Platform Journalist
Craigslist.com			4	No	Traffic Asst.

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(6) Total # of Interviewees Referred: For the period from November 22, 2008 to November 21, 2009, WWLP interviewed 70 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives – see below

(a) Initiative: AP/RTNDA Career Job Fair - Boston – April 3, 2009

On April 3, 2009, Michael Garreffi, WWLP's News Director (who has substantial responsibility in the making of hiring decisions), participated in the AP/RTNDA Career Job Fair in Boston and interviewed students from surrounding colleges and universities including Boston University, Emerson College, etc.

(b) Initiative: Western New England College Media Festival/Career Fair - April 29, 2009

On April 29, 2009, Michael Garreffi, WWLP's News Director (who has substantial responsibility in the making of hiring decisions), participated in and was also a media judge in Western New England College's Media Festival and Career Fair, where numerous businesses from the communications industry participated to show students the different avenues available in the communications field.

(c) Initiative: Holyoke High School Career Day – May 7, 2009

On May 7, 2009, Jose Pedraza, Producer, participated in Holyoke High School's Career Day in Holyoke, MA with emphasis on Latino and Hispanic students.

(d) Initiative: Robert M. Hughes Academy Career Day – May 22, 2009

On May 22, 2009, Adam Strzempko, Meteorologist, participated in a career day where he spoke to both a 4th and 5th grade class, as well as to the middle school students about careers in meteorology and broadcasting.

(e) Initiative: Smith Middle School Career Day – June 8, 2009

On June 8, 2009, Barry Kriger, our chief anchor for the 11PM news, participated in a Career Day at Smith Middle School in South Hadley, MA.

(f) Initiative: Various Other Outreach Activities

Various tours were conducted by station personnel to local schools, colleges and organizations to discuss careers in broadcasting including Phoenix Academy in Springfield, Nessacus Middle School in Dalton, Bowie School in Chicopee, etc.

(g) Initiative: Scholarship – Massachusetts Broadcasters Association

In 2009, WWLP participated as an active member of the Massachusetts Broadcasters Association Scholarship program. The scholarships are awarded annually in the amount of \$2,000 to students pursuing a career in broadcasting and are enrolled in a broadcast program in a two year or four year accredited school. WWLP contributed financial assistance, promotional support, and participated in the selection process.

(h) Initiative: Scholarship – Valley Press Club

The purpose of the Valley Press club is to improve the standards of journalism and to promote the best ideals of journalism. Each year the Valley Press Club awards five students planning to study journalism in college with \$1,000 scholarships. This year, as well as in the past number of years, WWLP has given

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financial support and has participated as an active member of the Valley Press Club's scholarship program including promotional support, as well as participation in the selection process.

(i) Initiative: Internship Program

WWLP maintains an ongoing internship program with area colleges and universities including UMass Amherst, Westfield State College, Western New England College, Elms College, etc. All internships are done for credit and under the auspices of a school of higher learning. Internships are done in Production, News, Promotion, etc. Internships are done during a semester or in the summer.

(j) Initiative: Job Postings

Again this year as in 2007 and 2008, WWLP has been notifying Massachusetts Broadcasters Association, National Academy of Television Arts & Sciences, National Alliance of State Broadcast Assoc., etc. whose membership includes substantial participation of women and minorities, of each upper level category job opening.

(k) Initiative: WWLP Job Fair

On March 29, 2009, WWLP held a job fair in its production studio from 4PM-8PM where all members of management were in attendance and interviewing prospective applicants. Approximately 150 people showed up from the Springfield area (including Springfield, Chicopee, Holyoke, South Hadley, Belchertown, Palmer, Ludlow, etc.), as well as from other areas including Enfield, CT; Bristol, CT; Somerville, MA; Waltham, MA, etc.

(l) Initiative: Bay Path College Career Development Summit

On January 15th one of our senior Account Executives (Jerry Adams) represented the station at a Career Development Summit at Bay Path College for Bay Path students. A Powerpoint presentation was done on careers in communications and involved a question and answer period.

(j) Initiative: Job Shadowing

On August 11, 2009, Chris Hurley, from our Production Department, hosted a student from South Hadley High School, who was interested in the field of broadcasting and to see how a television station operates. Chris had the student job shadow him for a couple of hours.